



PERSONNEL AND  
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-4000

ACTION MEMO

January 13, 2010, 2:00 PM

FOR: GAIL H. MCGINN, DUSD (PLANS)

FROM: William J. Carr, DUSD (MPP) BC 1.26.10  
(Signature and date)

SUBJECT: Charter Renewal for the Defense Advisory Committee on Military  
Personnel Testing (DACMPT)

- The current charter for the Defense Advisory Committee on Military Personnel Testing (Tab B) needs to be renewed. It will expire on March 6, 2010.
- The Committee was established in 1981, in the aftermath of the ASVAB misnorming and at the direction of Congress. Its main purpose is to ensure that we never again misnorm the test and inadvertently enlist low-quality recruits.
- The Committee has made major contributions to the Department over the last 28 years such as ensuring the proper norming of ASVAB, scoring accuracy of our computerized enlistment tests, development of guidelines for new screening tests, and expansion of testing via the internet.
- We are making no changes to the existing charter.
- At Tab A is a memorandum requesting renewal of the Committee charter for a two-year period.

RECOMMENDATION: That you sign the memorandum at Tab A.

Attachments:  
As stated

Prepared by: Dr. Jane Arabian, 697-9271





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JAN 28 2010

MEMORANDUM FOR DIRECTOR OF ADMINISTRATION AND MANAGEMENT

SUBJECT: Defense Advisory Committee on Military Personnel Testing Charter

The purpose of this memorandum is to request renewal of the charter for the Defense Advisory Committee on Military Personnel Testing for a 2-year period. Our justification for renewal along with a copy of the Committee's charter are attached. We are not making any changes to the existing charter.

If there are questions regarding the Committee, please contact Dr. Jane Arabian, 697-9271.

William J. Carr  
Deputy Under Secretary of Defense  
(Military Personnel Policy)  
Performing the Duties of the  
Under Secretary of Defense  
(Personnel and Readiness)

Attachments:  
As stated



ATTACHMENT 1

DAC Justification per DoDI 5105.04, E3.4.6.2.1:

### **Whether or Not Accomplishing Mission**

The Defense Advisory Committee on Military Personnel Testing (DACMPT) is accomplishing its mission. The Committee provides timely advice to the Secretary of Defense, through the Under Secretary for Personnel and Readiness. The Committee has provided recommendations on the recent re-norming of the enlistment test, ASVAB, which resulted in a seamless transition from the 1980 norms, provided technical oversight for the development of new forms ensuring the accuracy of scores, and are offering advice as we move to test the feasibility of internet administration of the enlistment test. The Committee provides independent, objective recommendations that also keep the Defense Department testing program in line with current, professional testing standards.

### **Rationale for Continued Operation**

The Committee provides a level of technical oversight and quality control that we cannot afford to dismiss. There was a very real danger that the Armed Services Vocational Aptitude Battery could again be mis-calibrated, as it was in 1979, with the same attendant threat to the quality of accessions – that system failure was avoided with the technical oversight of the Committee. We are in the process of developing new test forms as well as modernizing testing practices to expand computerized testing capabilities and developing security measures for Internet test administration. The DoD testing program is on the cutting edge of aptitude testing technology and we need the objective review and advice that only highly specialized professionals can provide. By its nature, the test development process requires long-term projects (the ASVAB re-norming took almost ten years from start to finish), which need continuity. Further, there are not many experts with experience in large-scale, high stakes test development and advanced psychometrics (such as item response theory and computer adaptive testing). So once we have familiarized our committee members with the program, we need to keep them as long as possible, adding or removing members as necessary.

### **Committee's Accomplishments (specifics)**

Following each Committee meeting, the Committee publishes a complete set of minutes which include a summary of each agenda item and ensuing discussion, briefing slides for each agenda item, and Chairman's letter to the Directory, Accession Policy, OUSD(P&R)(MPP).

The Committee also produces a Biennial Report, which summarizes the Committee's recommendations for the preceding two years and offers overarching recommendations for the future.

The Committee's technical recommendations resulted in successful fielding of new norms for the enlistment test (ASVAB), development of several new forms of ASVAB which

are currently being field tested and show no technical deficiencies, they have reviewed the Defense Department's technical staff work on the development of guidance for selecting and validating potential new tests for enlistment battery. The Committee has also provided sound advice concerning linking ASVAB scores with other aptitude test scores – they strongly advised against such linkages on technical grounds, with the result that the Department avoided making a costly (in terms of resources and prestige) mistake. The Committee has also provided technical oversight for the ASVAB Career Exploration Program improvements, which have garnered high praise from the educational community, in turn helping to promote the use of the testing program in high schools, giving recruiters the opportunity to identify high quality potential applicants.

### **Why Operations Could Not be Performed by Existing DoD Resources and/or Absorbed by another, existing DoD-Sponsored Committee**

While Committee members agree to serve without monetary compensation, they do so because of the prestige of membership on a Defense Advisory Committee. If we had to hire these individuals as paid consultants, their fees would exceed current travel and per diem costs. Additionally, their advice could be viewed as “bought,” rather than objective and impartial.

The Defense Department's testing research and operations are “cutting edge” and beyond the capability of most in-house and external testing researchers. Additionally, there are few, if any, in-house personnel who are able to provide some measure of checks-and-balances on the Department's technical work.

The DACMPT is a fairly small, highly specialized group of nationally recognize scientists, experts in the fields of psychometrics, norm-referenced test development, and computerized testing. The committee members provide a level of technical oversight and quality control that cannot be provided by either the Services or the Defense Agency (Defense Manpower Data Center – Personnel Testing Division) charged with the continual development of new test forms and technology for administering the enlistment battery. The Personnel Testing Division would lack the objectivity to review their work – a critical objectivity provided by the DACMPT.

### **Impact of Discontinuation on DoD**

The Department needs an outside group of scientists with expertise in highly technical areas of test development who are impartial and have national standing in their field. Further, the respectability of the members serves to enhance the credibility and respectability of our enlistment testing program, and the enlistment standards the testing program supports. Without the DACMPT, the Department would lose a critical, technical check on the accuracy of the enlistment test – one of the two primary drivers of recruit enlistment standards and force quality.

**TAB 2D**